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**Review of the efficiency of the administrative and financial functioning
of the United Nations**

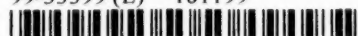
Human resources management

Gratis personnel provided by Governments and other entities

Report of the Secretary-General

Summary

The present document contains both the quarterly and the annual report of the Secretary-General on the use of gratis personnel. The quarterly report covers the situation of gratis personnel during the period from 1 July to 30 September 1999, while the annual report refers to the situation during the period from 1 October 1998 to 30 September 1999



I. Introduction

1. The present report is submitted in response to General Assembly resolution 51/243 of 15 September 1997, in paragraph 6 of which the Secretary-General was requested to report on a quarterly basis on the acceptance of the gratis personnel referred to in paragraph 4 of the resolution, with a view to ensuring compliance with its provisions. In paragraph 12 of the same resolution, the Assembly requested the Secretary-General to report annually on the use of gratis personnel, indicating, *inter alia*, their nationality, the duration of their service and the functions performed.

2. The present report updates previous quarterly reports (A/52/709 and Corr.1, A/C.5/52/43, A/C.5/52/51, A/C.5/52/56, A/53/715, A/C.5/53/54, A/C.5/53/59 and A/53/1028) and covers the period from 1 July to 30 September 1999. It also contains the annual report for the period 1 October 1998 to 30 September 1999, which updates the previous annual report (A/53/715).

II. Quarterly report on the acceptance of type II gratis personnel for the period from 1 July to 30 September 1999

3. During the period from 1 July to 30 September 1999, 264 type II gratis personnel commenced service. To understand the overall situation since 28 February 1999, this number must be added to the 106 such personnel engaged in June 1999. Of this total, 272 gratis personnel completed their duties within the period under review, as shown in table 1. The total number of gratis personnel as at 30 September 1999 was 98.

4. In August 1999, the Department of Peacekeeping Operations/Field Administration and Logistics Division accepted 6 type II gratis personnel to perform specialized advisory functions in support of the United Nations Interim Administrative Mission in Kosovo (see table 6).

5. The Secretary-General, in a letter dated 11 June 1999 addressed to the President of the General Assembly (A/53/1001), sought the agreement of the Assembly to a final extension of the services of the one remaining individual brought in as gratis personnel in the International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Humanitarian Law Committed in the Territory of the Former Yugoslavia since 1991 at The Hague until the end of August 1999. The

International Tribunal has confirmed that the service of this individual was concluded, as scheduled, on 31 August 1999.

6. In view of the developments in Kosovo, the Secretary-General, in a letter dated 9 June 1999 addressed to the President of the General Assembly (A/53/1000), advised the Assembly of his intention to approve the request of the Prosecutor of the International Tribunal to identify specialized personnel for multifaceted investigation teams. These teams were to perform specialized functions in crime scene examinations, ballistic and explosives assessment, weapons and munitions identification, evidence-gathering and ethnic cleansing assessment. Consequently, the Tribunal accepted 258 forensic investigators with specialized field expertise not otherwise available to the Tribunal. The functions and justification for employment of the investigators are specified in table 6 B. During the period under review, 272 investigators completed their duties, as indicated in table 1.

7. In the most recent quarterly report, the Secretary-General informed the General Assembly that a number of type II gratis personnel not reported previously by the United Nations Environment Programme might have continued in service beyond the 28 February cut-off date mandated by the Assembly (A/53/1028, para. 8). The United Nations Environment Programme has since reported that it had inadvertently reported type I gratis personnel as type II gratis personnel. Consequently, table 4 shows no current type II personnel at the United Nations Office at Nairobi.

III. Annual report on the use of gratis personnel

Type I gratis personnel

8. Table 2 provides data on type I gratis personnel who serve under an established regime. These are the interns, associate experts, technical cooperation experts obtained by non-reimbursable loan and gratis personnel serving with the United Nations Special Commission (see A/51/688/Add.2, para. 4, and A/51/688/Add.3, para. 3). The total for each category as at 30 September 1999 is compared with the numbers contained in previous reports of the Secretary-General. The suspension of the activities of the United Nations Special Commission effectively explains the absence of data as at 30 September 1999. Prior to 1999, associate experts were not recorded in the Integrated Management Information System and were reported

separately. Therefore, the increase in their number may be partly owing to incomplete reporting in previous periods.

Type II gratis personnel

9. Table 1 provides information on the number of engagements and repatriation of type II gratis personnel in service as at 30 September 1999.

10. Table 3 provides information on type II gratis personnel in service as at 30 September 1999, by department or office, nationality and duration of service. Ten nationalities are represented; all are serving for less than one year.

11. Table 4 shows the evolution of type II gratis personnel during the period from 1 October 1998 to 30 September 1999, by department or office. The total of 98 as at 30 September 1999 shows a decrease of 27 per cent, compared with the total of 134 as at 30 September 1998. The number of departments or offices decreased from six on 30 September 1998 to two on 30 September 1999. As requested by the General Assembly in resolution 53/11 of 26 October 1998, all except one individual serving with the International Tribunal for the Former Yugoslavia were phased out as at 28 February 1999. In June 1999, 105 forensic investigators were accepted by the International Tribunal (see A/53/1000), followed by an additional 83 in July, 112 in August and 63 in September. In August 1999, the Department of Peacekeeping Operations/Field Administration and Logistics Division accepted for Kosovo 6 experts in civil affairs (i.e., in public health, public finance, administration, municipalities etc.).

12. Table 5 shows the distribution as at 30 September 1999 of type II gratis personnel, by nationality and duration of service. Compared to the previous year, the number of nationalities represented decreased from 27 to 10. The duration of service is below one year for all type II gratis personnel.

13. Tables 6 A and 6 B provide further information as at 30 September 1999 on the nature of the functions performed by type II gratis personnel, by department or office.

14. Table 7 shows the numbers of regular staff in the departments or offices where type II gratis personnel performed functions as at 30 September 1999, and the ratio of gratis personnel to staff.

Abbreviations used in the tables

DPKO	Department of Peacekeeping Operations
DPKO/FALD	Department of Peacekeeping Operations/Field Administration and Logistics Division
OCHA	Office for the Coordination of Humanitarian Affairs
UNOIP	United Nations Office of the Iraq Programme
UNON	United Nations Office at Nairobi
UNOV	United Nations Office at Vienna
UNSCOM	United Nations Special Commission

Table 1
 Quarterly report on the number of engagements and separations of type II gratis personnel
 (1 July-30 September 1999)

Department or office	Number engaged in June	Number separated in June	Number engaged in June 30 June 1999	Number engaged in July	Number separated in July	Number engaged in July 31 July 1999	Number engaged in August	Number separated in August	Number engaged in August 31 August 1999	Number engaged in September	Number separated in September	Number engaged in September 30 September 1999
International Tribunal for the Former Yugoslavia	106	1	106	83	98	91	112	101	102	63	73	92
DPKO/FALD	0	0	0	0	0	0	6	0	6	0	0	6

Table 2
Evolution of type I gratis personnel

<i>As at</i>	<i>Interns</i>	<i>Associate experts^a</i>	<i>Technical cooperation experts^b</i>	<i>UNSCOM^c</i>	<i>Total</i>
31 October 1996	131	76	31	112	350
30 September 1997	195	72	32	109	408
30 September 1998	214	115	31	18	378
31 December 1998	20	149	26	35	230
31 March 1999	55	126	23	27	231
30 June 1999	167	107	15	13	302
30 September 1999	202	227	18	0	447

^a 200 series.

^b See ST/AI/231/Rev.1

^c See S/22508

Table 3
Type II gratis personnel, by department or office, nationality and duration of service
(as at 30 September 1999)

<i>Department or office</i>	<i>Country of nationality</i>	<i>Count</i>	<i>Duration of service</i>
DPKO/FALD	Germany	1	Under one year
	Switzerland	4	Under one year
	Turkey	1	Under one year
	Subtotal	6	
International Tribunal for the Former Yugoslavia	Austria	5	Under one year
	Canada	11	Under one year
	Denmark	2	Under one year
	France	7	Under one year
	Germany	43	Under one year
	Luxembourg	1	Under one year
	Spain	3	Under one year
	Switzerland	12	Under one year
	United Kingdom of Great Britain and Northern Ireland	8	Under one year
	Subtotal	92	
Total		98	

Table 4

Evolution of the number of type II gratis personnel, by department or office
(1 October 1998-30 September 1999)

<i>Department or office</i>	<i>Reported on 30 September 1998</i>	<i>Reported on 30 September 1999</i>	<i>Change - -</i>
DPKO	100	0	-100
DPKO/FALD	0	6	+6
International Tribunal for the Former Yugoslavia	14	92	+78
International Criminal Tribunal for Rwanda	12	0	-12
OCHA	2	0	-2
UNOIP	1	0	-1
UNON	5	0	-5
Total	134	98	-36

Table 5

Type II gratis personnel, by nationality and duration of service
(as at 30 September 1999)

<i>Country of nationality</i>	<i>Count</i>	<i>Duration of service</i>
Austria	5	Under one year
Canada	11	Under one year
Denmark	2	Under one year
France	7	Under one year
Germany	44	Under one year
Luxembourg	1	Under one year
Spain	3	Under one year
Switzerland	16	Under one year
Turkey	1	Under one year
United Kingdom of Great Britain and Northern Ireland	8	Under one year

Table 6

Functions performed by type II gratis personnel in service, by department or office
(as at 30 September 1999)

A. Department of Peacekeeping Operations/Field Administration and Logistics Division (6)^a

<i>Country of nationality</i>	<i>Function</i>	<i>Number of persons</i>
Germany	Special Adviser to the Deputy Special Representative of the Secretary-General	1
Switzerland	Public health/civil affairs	1
Switzerland	Civil affairs/public finance/municipalities	1
Switzerland	Civil affairs/public finance/municipalities	1
Switzerland	Civil affairs/public finance/municipalities	1
Turkey	Civil affairs/public finance/municipalities	1

^a United Nations Interim Administrative Mission in Kosovo.

B. International Tribunal for the former Yugoslavia (92)

<i>Country of nationality</i>	<i>Function</i>	<i>Number of persons</i>
Austria	Inspector	1
	Inspector	1
	Inspector	1
	Inspector	1
	Inspector	1
Total		5
Canada	Photographer	1
	Investigator	1
	Investigator	1
	Investigator	1
	Forensic Anthropologist Officer	1
	Forensic Anthropologist Officer	1
	Forensic Anthropologist Officer	1
	Investigator	1
	Forensic Anthropologist Officer	1
	Forensic Anthropologist Officer	1
	Forensic Anthropologist Officer	1
Total		11
Denmark	Inspector	1
	Investigator	1
Total		2

<i>Country of nationality</i>	<i>Function</i>	<i>Number of persons</i>
France	Expert	1
	Forensic Anthropologist Officer	1
	Photographer	1
	Investigator	1
	Investigator	1
	Chief	1
	Forensic Anthropologist Officer	1
	Total	7
Germany	Forensic Anthropologist Officer	1
	Chief	1
	Chief	1
	Investigator	1
	Investigator	1
	Investigator	1
	Investigator	1
	Investigator	1
	Investigator	1
	Investigator	1
	Investigator	1
	Investigator	1
	Investigator	1
	Investigator	1
	Investigator	1
	Investigator	1
	Investigator	1
	Investigator	1
	Investigator	1
	Investigator	1
	Medical Officer	1
	Medical Officer	1
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	Investigator	1
	Investigator	1
	Investigator	1
	Investigator	1
	Investigator	1
	Investigator	1
	Investigator	1

<i>Country of nationality</i>	<i>Function</i>	<i>Number of persons</i>
	Investigator	1
	Investigator	1
	Investigator	1
	Investigator	1
	Investigator	1
	Investigator	1
	Investigator	1
	Investigator	1
	Title to be determined	1
	Title to be determined	1
	Total	43
Luxembourg	Investigator	1
	Total	1
Spain	Investigator	1
	Investigator	1
	Inspector	1
	Total	3
Switzerland	Chief	1
	Forensic Anthropologist Officer	1
	Forensic Anthropologist Officer	1
	Investigator	1
	Investigator	1
	Investigator	1
	Investigator	1
	Forensic Anthropologist Officer	1
	Chief	1
	Investigator	1
	Investigator	1
	Investigator	1
	Total	12
United Kingdom of Great Britain and Northern Ireland	Forensic Investigation Officer	1
	Fire Officer	1
	Photographer	1
	Security Sergeant	1
	Investigator	1
	Photographer	1

<i>Country of nationality</i>	<i>Function</i>	<i>Number of persons</i>
	Investigator	1
	Forensic Anthropologist Officer	1
	Total	8

Table 7

Numbers of regular staff in the departments or offices where type II gratis personnel performed functions

(as at 30 September 1999)

<i>Department or office</i>	<i>Professional and higher categories</i>	<i>General Service and related categories</i>	<i>Total staff</i>	<i>Number of gratis personnel</i>	<i>Ratio of gratis personnel to staff (percentage)</i>
DPKO/FALD	489	962	1 451	6	0.4
International Tribunal for the Former Yugoslavia	352	423	775	92	11.9